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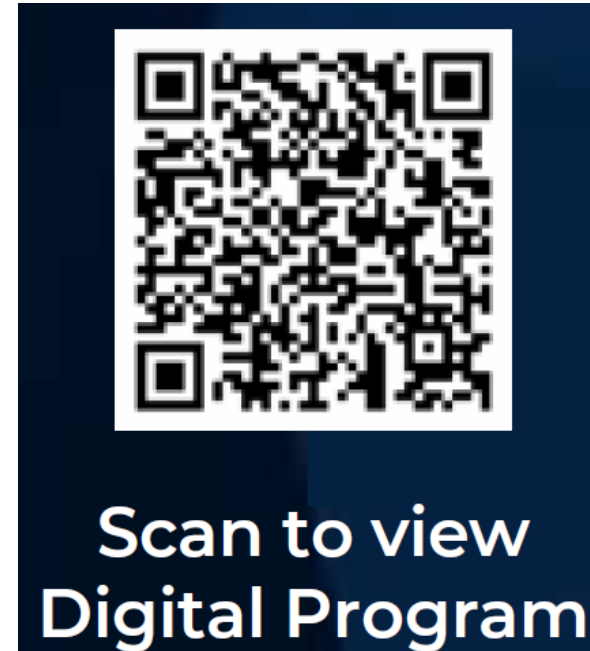
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Scan to view
Digital Program

HAPPY NEW YEAR!!!!

1. Sign-In
2. Grab breakfast
3. Scan the QR code for the digital program



AGENDA

8:30am Breakfast

9:00am Welcome from Academic Affairs

9:30 am President's Update

10:00am Division Updates

12:00pm Lunch

12:45pm *Empowering Futures: Integrating Transferable Skills at UHD: A Panel Discussion on the QEP with UHD Students and Faculty*



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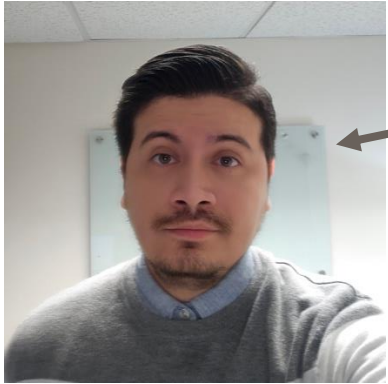
SCHEDULE OF SPEAKERS – DIVISION UPDATES

- ❖ Deborah Bordelon, Provost & Senior VP, Academic Affairs
w/ Office of the Provost Staff
- ❖ Carmen Panlilio
Interim Vice-President,
Enrollment Management
- ❖ Kim Lambert-Thomas
Vice-President,
Administration & Finance
- ❖ Erica Morales, Director, Benefits & Compensation, Human Resources
- ❖ Chief Casey Davis, Chief of Police,
UHD Police Department
- ❖ Hope Pamplin, Director,
Accessible Education Center
- ❖ Dan Maxwell
Interim Vice-President
Student Success & Student Life
(3SL)
- ❖ Jay Zambrano
Vice-President, Advancement and
University Relations



PROVOST'S UPDATES

ACADEMIC AFFAIRS WELCOME



Cristian Melgar

Assistant Business Administrator, Financial Affairs

Letiticia Burns

Research Accountant – Office of Research and Sponsored Programs



Caimdyn Stewart

Director, Academic Planning and Experience- NISS Grant

Gabriel Durham

*Associate Director, Community Engagement and Service Learning
Impact Learning Office*



ACADEMIC AFFAIRS FAREWELL



Retirement Party!

Monday, January 27 at 4pm
TEDCU Tour Room

honoring

Louis Evans

*Executive Director
Off-Campus Instructional Sites*

ACADEMIC AFFAIRS UPDATES

Course Buyout Guidelines for External Funding

- Feedback from Faculty Senate, Faculty Senate Task Force, Office of Research and Sponsored Programs (ORSP), Deans, Executive Cabinet**
- Posted on the ORSP Website**
- ORSP is available to provide support for writing your grant proposal and developing your budget**

ACADEMIC AFFAIRS UPDATES

Grant Updates

Proposal Submissions:

FY 24: 54 submissions, \$25,981,223 proposed dollars

FY 25: 11 submissions \$ 4,034,024 proposed dollars to date.

New Awards:

FY 24: 22 awards, \$6,205,152 funded

FY25: 6 awards, \$504,714 funded

Additional information will be shared at a future Faculty Senate Meeting

INTERNAL FUNDING

ORCA Awards FY25

- Total Amount Funded: \$138,864
- We awarded an additional \$20,000 in ORCA funds beyond the \$118,000 budget.
- 25 out of 53 projects were funded.
- Thank you to the ORCA Committee and especially to the ORCA Committee chair – Dr. Lanyi Zhang!

AI INTEGRATION TASK FORCE

- Greg Dement, Chair
- 3 Subgroups: Governance, Operations, Pedagogy
- **Fall Activities:**
 - Compiled existing research, best practices in AI, and examples from other institutions
 - Surveyed faculty and students on AI practices and beliefs
 - Drafted a preliminary research report
- **Spring Activities:**
 - Develop a draft report of recommendations to share with the UHD community.



FACULTY AFFAIRS

Judith Quander, AVP

FACULTY AFFAIRS UPDATES

1. Faculty Credentialing and Faculty Success

- Every faculty member will have to be re-credentialed
- CV from every faculty member
- FS Open Lab Hours – Fridays, 2:30 pm – 3:30 pm

2. Collaborations with Human Resources:

- Full-time Faculty Compensation Study (Working Group)
- Adjunct Faculty Salary Survey

FACULTY AFFAIRS UPDATE

3. Faculty Workload Policy

4. Other Policies

- PS 10.A.01 Rank and Tenure
- PS 10.A.02 Faculty Grievance Policy
- PS 10.A.06 Faculty Dismissal Policy
- PS 10.A.09 Faculty Salary Adjustments
- PS 10.A.10 Emeritus Policy
- PS 10.A.17 Department Chair Policy

REMINDERS

Conflict of Financial Interest:

SAM 02.A.29 Conflict of Interest

3.4. Financial interest: For purposes of this policy, financial interest is defined as an interest in an individual or entity (other than a retirement plan, a blind trust, insurance coverage, or an ownership interest of less than one percent in a corporation) in which a person:

3.4.1. Owns or controls, directly or indirectly, an ownership interest of at least one percent, including the right to share in profits, proceeds, or capital gains; or

3.4.2. Could reasonably foresee that a UHS or university contract with the individual or entity could result in a financial benefit to the person.

FINANCIAL CONFLICT OF INTERESTS IN RESEARCH AND SCHOLARSHIP

PS 06.A.09 Financial Conflicts of Interests in Research and Scholarships

This PS on Financial Conflicts of Interest in Research (FCOI) applies to all Investigators, Administrators, and Research Support staff. This policy is intended to assist UHD researchers and staff with institutional requirements regarding the disclosure, review, and reporting of conflicts of interest in research, in line with the requirements of research sponsors, such as the National Science Foundation (NSF) and the National Institutes of Health (NIH).

REPORTING OUTSIDE ACTIVITIES

SAM 02.A.08 – Outside Activities/Interests Disclosures

4.1. Prior Approval Required. All full-time exempt employees must request and receive prior written approval for the activities listed below, unless it falls under the list of pre-approved outside activities outlined in Section 4.6.

Outside Activities Form must filled out and approved before the beginning of the semester.

- Email to aafinancialaffairs@uhd.edu
- Give us at least 10 business days to respond.

CONTINUING THIS SEMESTER...

New Faculty Mentoring Program



Faculty Compass

ORCA Research Symposium



Tenure Academy Workshops



TT Faculty Writing Group

(New!)

Fridays (in-person) bi-weekly. Look for the Outlook Invitation.



Faculty Compass

Faculty Compass Workshop Series

**Topic: US Fulbright Scholars Program
with Dr. Candace TenBrink, UHD Liaison**

Wed. Jan. 29, 3pm – 4pm

Virtual

Interested in hearing about a specific topic?
Send ideas to Quanderr@uhd.edu.

TEACHING ACADEMY

Introducing the Teaching Academy



We're excited to launch our new asynchronous online course for all UHD faculty, available on Canvas starting Spring 2025. The Teaching Academy is a self-paced course focusing on best practices in teaching, learning, and UHD-specific resources.

Key Details:

- **First cohort registration** opens in January.
- **Earn a badge and \$500 stipend** for completing the first 4 modules (Level 1 certification).

Module Highlights:

Module 1: Designing a Quality Course

Module 2: Evidence-Based Instruction

Module 3: Student Motivation & Engagement

Module 4: Online Teaching Design & Delivery




Interested?

Complete the **Interest Form** to be notified when registration opens!

UPCOMING IMPORTANT FACULTY AFFAIRS DATES

- **Jan 22 – Senior Lecturer Applications Due**
- **Jan. 31 – Faculty Annual Evaluation Reports Due**
- **March 3 – Pre-Tenure Reviews Due (second and fourth-year reviews)**
- **May 5 – Intent to apply for promotion in rank (Associate, Professor, Senior Lecturer, Clinical Associate, Clinical Professor) and/or tenure due.**





PROGRAMS & CURRICULUM

David Ryden, AVP

PROGRAMS & CURRICULUM UPDATES

Shared Governance Task Force

Ally and Canvas Accessibility

Simple Syllabus & Course Learning Outcome Project



INSTITUTIONAL EFFECTIVENESS

Divya Bhati, AVP

SACSCOC COMPLIANCE REPORT PROGRESS

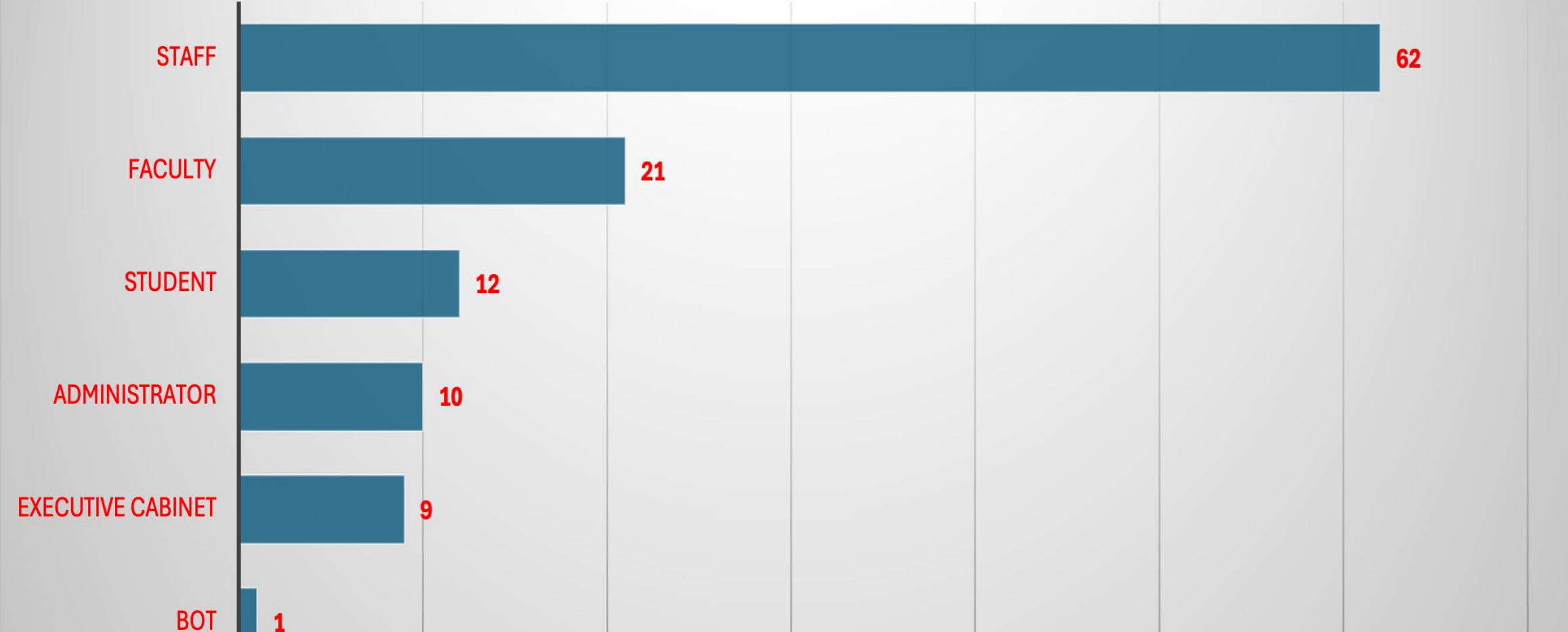
Narrative in Draft	Internal Reader	External Reader	Feedback Received	Ready for Editorial Review	Total Standards
8	7	4	15	6	40

Next Steps:

- External consultant review resulted in constructive feedback.
- Next steps in generating the final report include Internal Editorial Review; Uploading to the Compliance Assist Platform, and Reaffirmation Leadership Review.
- We will provide the final narratives for each standard on our website as we complete them through the spring. There will be a feedback form to receive additional thoughts on the standards.

CAMPUS-WIDE INVOLVEMENT

SACSCOC Reaffirmation Personnel



INSTITUTIONAL EFFECTIVENESS UPDATES

UHD Strategic Plan- where are we...

- Presidential dashboard
- Action plans for year 3
- Customized consultations by goals
- Open office hours monthly
- Spring townhall.

YOUR VOICE

Take the FSSE survey to help the University of Houston-Downtown become the best it can be. Check your email starting

MARCH 25, 2025

for a link to the survey.

FACULTY SURVEY OF STUDENT ENGAGEMENT (FSSE)

National Survey of Student Engagement

NSSE

FSSE

BCSSE





ADVISING & STUDENT PROGRESSION

Michael Connelly, AVP

FIRST TERM FALL TO SPRING RESULTS

	2023-2024	2024-2025
Probation FTIC	36.8%	27.7%



	2023-2024	2024-2025
Retention	84.5%	86.3%

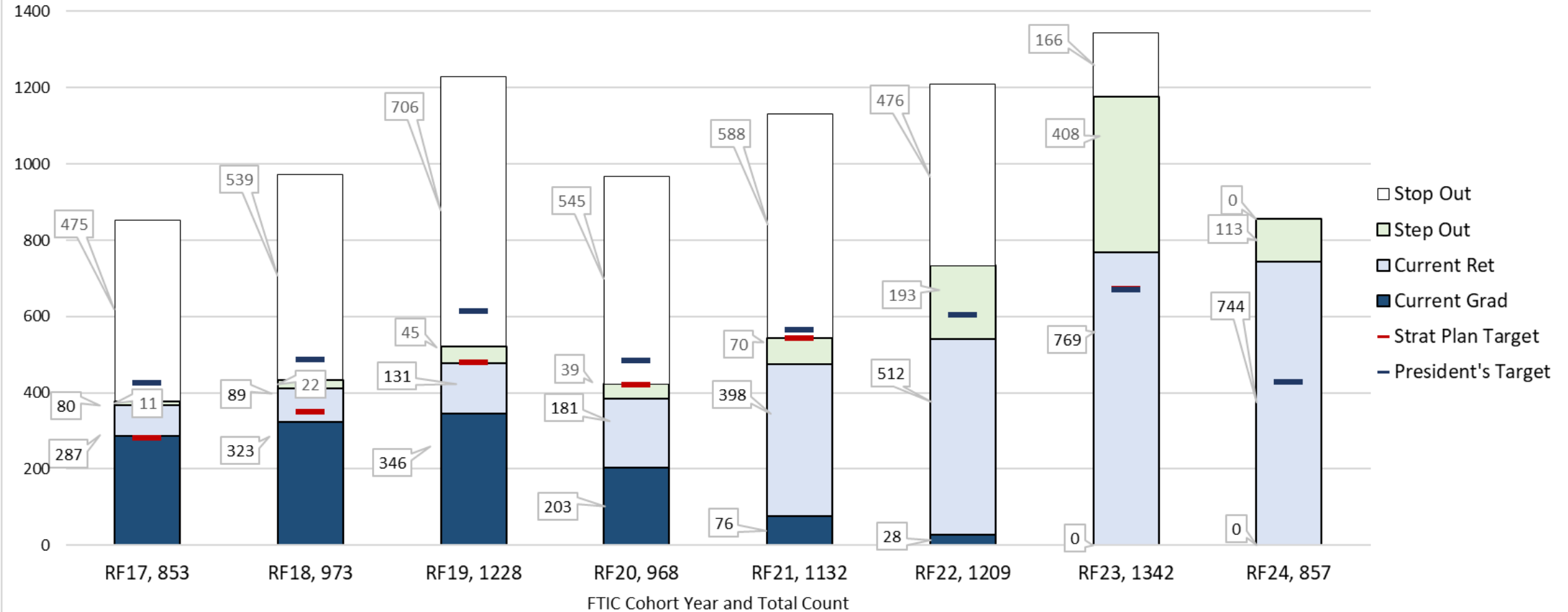


	2023-2024	2024-2025
Average GPA	2.71	2.75



FTIC RETENTION

Cumulative view of Graduation and Retention of Full Time First Time in College Cohorts toward Strategic Plan (Red) and Presidential (Green) targets.



An aerial night view of the Houston downtown skyline. The foreground is dominated by a complex, multi-level highway interchange with light trails from traffic. The middle ground shows a dense cluster of skyscrapers, many of which are illuminated with warm yellow and orange lights. The background features a dark blue twilight sky. The overall scene is a vibrant representation of a modern urban center.

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Administration and Finance (A&F) Spring 2025 Plans and Priorities

Faculty Spring 2025 Retreat
January 17, 2025

Priorities:



FACILITIES MANAGEMENT PLANS:

Major Renew and Renovation (R&R) Projects:

- ✓ **Gator Expansion- Phase 1**
- ✓ **Nursing Program Community Care Space**
- ✓ **OMB 1099 Faculty Offices**
- ✓ **Student Gathering/Common Space Refresh**
- ✓ **Commerce Building exterior railing replacement**

GATOR EXPANSION: PHASE 1

Academic Support Center



Testing Services Center



PUBLIC SAFETY PLANS:

- ✓ **Share the external assessment report with stakeholders.**
 - ✓ Implement agreed safe improvements.
- ✓ **Increase Safe Zone participation.**
- ✓ **Continue progress on the One-Card project.**

INFORMATION TECHNOLOGY PLANS:

Major IT Projects in Progress:

- ✓ **Degree Plan Implementation**
- ✓ **SLATE = Graduate application**
- ✓ **Grant Navigator = Grant lifecycle**
- ✓ **Mobile Park and Pay = Washington Parking Lot**

BUSINESS AFFAIRS PLANS:

- ✓ **FY2026 budget development process:**
 - ✓ Funding uncertainties
- ✓ **Budget Model Redesign Project**
- ✓ **Business Process Improvement Review – Purchasing**
- ✓ **Dining Services – Formal Bid Process**



An aerial night view of the Houston downtown skyline. The foreground is dominated by a complex, multi-level highway interchange with light trails from traffic. The middle ground shows a dense cluster of skyscrapers, many of which are illuminated with warm yellow and white lights. The background features a dark blue twilight sky. The overall scene is a vibrant representation of a modern urban center.

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CAMPUS SAFETY

DISCUSSION POINTS

Safe Zone

UHD Campus Carry – P.S.-01.A.16

Emergency Call Boxes / Card Access

Campus Lockdowns

Improving Campus Health and Safety



Gives you direct access to the fastest possible safety assistance regardless of where you are!

The Safe Zone app is free to all students and staff, and operates across all our campuses and facilities.

You can use Safe Zone for:

- Check-ins** - For lone working, share your position with security personnel for your personal safety
- First Aid Calls** - For when you need medical assistance
- Help** - For when you need non-emergency assistance
- Emergencies** - If you feel threatened or need urgent assistance

UHD SAFE ZONE APPLICATION

Where can I download the app?

Download the app from your device's app store.



EMERGENCY CALL BOXES / CARD ACCESS



1. Is it possible to install emergency call boxes between the CPS building and OMB?

I have reached out to IT and Facilities for a response.

2. Is it possible for faculty access cards to be activated for entry into the side doors on the CPS building (Close to Main Street and Fannin Street)? **Yes, if you are assigned to the CSB building you should have or can request exterior access for that location into the building.**

PS-01.A.16 – CAMPUS CARRY POLICY

HOW DO WE ENSURE STUDENT AND OUR OWN SAFETY WITH AN OPEN-CARRY POLICY?

Open Carry:

Except as provided in this paragraph, all persons, including license holders, are prohibited from openly carrying a handgun on the UHD campus, including on any public driveway, street, sidewalk or walkway, parking lot, parking garage or other parking area on campus. **The carrying of an unconcealed handgun on campus is restricted to authorized members of the UHD Police Department, other law enforcement officers, and other persons who may be designated by appropriate law enforcement authorities.**

Report anyone to UHDPD @ 713-221-8065 or use the Safe Zone App, that you observe violating the UHD Campus Carry Policy.

PS-01.A.16 – CAMPUS CARRY POLICY

HOW DO WE ENSURE STUDENT AND OUR OWN SAFETY WITH AN OPEN-CARRY POLICY?

- Educating Campus Community Members
- Proactive Campus Patrols by Police and Security Personnel
- If you See Something, Say Something.

Report anyone to UHDPD @ 713-221-8065 or use the Safe Zone App, that you observe violating the UHD Campus Carry Policy.

CAMPUS LOCKDOWNS

What is UHD doing to prevent future lockdowns when issues happened near the campus?

Lockdown – Interior Campus Building Threat

Secure the Building - Exterior Campus Building Threat

We can mitigate future lockdowns at UHD by being proactive in our exterior campus patrols, consistent campus video surveillance and citizen reports of suspicious activity, but if a threat to the campus presents itself, we must secure or lockdown campus buildings for the safety of the campus community.



GET INVOLVED

In your remarks, can you please go "behind the statistics", and give us some insight, some wisdom, about the short-term and long-term things we should be thinking about to improve the health and safety of our campus community?

- Be active participants in campus safety by reporting crime, areas of concern, observed safety issues
- Request safety presentations for your department /division, i.e.. Active Threat response, Evacuation procedures, Department Safety assessments
- Get involved in promoting campus safety / Safe Zone
- Visit our PD and Emergency Management Websites



THANK YOU

Chief Casey J. Davis, Ph.D.

713-221-5811

davisca@uhd.edu

<https://www.uhd.edu/police-department>

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**ACCESSIBLE EDUCATION
CENTER**

THINGS TO KNOW...

- **Name change: Office of Disability Services is now the Accessible Education Center**
- **Testing Accommodation Form**

- *Preferential seating*

3. **Classroom Materials**

- *Copy of lecture notes/presentation*

Copy of lecture notes/presentation (if available and with instructor approval)

Testing Accommodations



Please click on the following link to fill out Alternative Testing Contract: <https://sierra.accessiblelearning.com/UHD/TestingAgreement.aspx?ID=10655&CID=75037&Key=Qrv1jF0U>

- **Ally Scores have increased!**
 - AEC and IT have individuals to support you with Ally.

Thank you!!!

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***Empowering Futures:
Integrating Transferable
Skills at UHD***

A Panel Discussion on the QEP with
UHD Students and Faculty

SACSCOC:

Southern Association of Colleges and Schools Commission on Colleges

- An institutional accreditor for quality assurance in higher education
- Reaffirmation/Accreditation occurs every 10 years (UHD is “Class of 2026”)

QEP: Quality Enhancement Plan

well-defined, focused, and university-wide supported topic related to enhancing student success, aligned with the mission and vision of UHD

1. Derived from **institutional planning** and evaluation processes
2. Has **broad-based support** of institutional constituencies
3. Focuses on **improving specific student learning outcomes** and/or student success
4. Institution is committing and will continue to **commit resources** needed for the QEP to have a good chance of success
5. Includes a **plan to assess** the level of that success

WORKING DEFINITION:

Transferable skills include **human-centered skills** such as communication, relationship building, collaboration, innovation, and creative and analytical thinking, as well as **technical skills** such as digital competency, coding, data analysis, and project management. Transferable skills are often defined as skills that are **acquired in one context and then implemented in another**. For the purposes of this QEP, we are defining transferable skills as those that are intentionally taught and modeled by UHD faculty and staff, and then practiced by UHD students in their academic programs of study and co-curricular experiences with a focus on the transferability of these skills into their **professional and personal lives**.

QEP Meeting Record

Meeting Date	Meeting Objective
November 2023	QEP Steering Committee formed
December 2023	QEP Steering Committee Kickoff Meeting
January 2024	QEP Call for Topic Proposals sent to all UHD faculty/staff
March 2024	12 proposals received, narrowed down to 3 finalists
March/April 2024	Finalist proposers presented at round tables at SACSCOC Kickoff and later to the UHD Community in the auditorium
May 2024	Three final topics presented to SACSCOC Leadership Team; QEP Topic unanimously selected; QEP Subcommittees* formed
August 2024	QEP Surveys sent to UHD faculty, staff, and students

“Top 6” Transferable Skills

Communication

Written, Visual, Oral, Active Listening

Digital Competency

Coding, Data Analysis, Research

Leadership

Team Building / Management, Flexibility / Adaptability, Project Management

Collaboration

Relationship Building and Networking, Cultural Competence

Decision Making

Critical Thinking, Analytical / Quantitative Skills, Problem Solving

Professionalism

Organization, Time Management

QEP Timeline

We are
HERE

2024												2025								2026					
J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	Spring	
<p>Jan QEP Request for Proposals</p> <p>Mar/Apr QEP Proposal Deadline And Presentations</p> <p>May 2024 QEP Selected</p>					<p>Developing of the QEP</p>												<p>Pilot Implementation</p>		<ul style="list-style-type: none"> • Establish Timeline for Implementation • Identify Necessary Resources 		<p>Addressing the Success of the QEP</p>		<p>Dec 2025 Prepare QEP for Submission</p>		<p>Submit to SACSCOC</p>

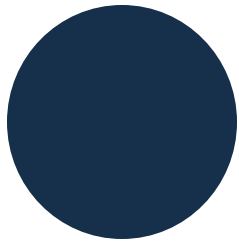
OUR QEP SUPPORTS UHD'S INSTITUTIONAL OBJECTIVES

Increase the number of graduates who are gainfully employed or enrolled in advanced studies within the range of six months to 1 year of graduation

Increase the number of credit bearing and non-credit bearing internships for undergraduate and graduate students

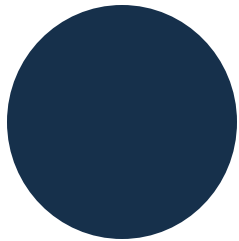
Increase and maintain the proportion of students who say their post-graduate employment is a position in which they apply the skills and knowledge from their majors

QEP How can you (yes, YOU!) get involved?



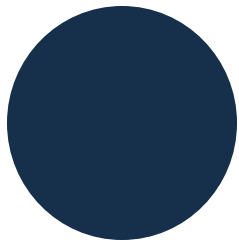
Staff:

How do you **observe** transferrable skills in those with whom you interact?



Faculty:

How do you **teach** transferrable skills to your students?



Staff, Faculty, and Students:

How do you **model** transferrable skills in your professional

Question to consider: How can faculty help UHD students develop transferrable skills as part of their education and experience at UHD?

PANEL MEMBERS

Students: (QEP Student Advisory Board)

1. Isaiah Le, BS Data Science
2. Ruth Okoronkwo, BS Health and Wellness
3. Lani Moses, BS Psychology
4. Nick Lockett, BS Healthcare Navigation

Faculty:

1. Angie Goins, Assistant Professor, Social Work
2. Natacha Poggio, Associate Professor, Arts and Communication
3. Candace TenBrink, Associate Professor, Management
4. Adriana Visbal, Assistant Professor, Natural Sciences

Moderator: Dr. Tim Redl, Professor, Mathematics
QEP Steering Committee Co-Chair

UPCOMING EVENTS

Saturday, January 18, 2025

Gator Day of Service

Tuesday, April 15, 2025

Faculty Awards Ceremony

May 10, 2025

Graduate Hooding Ceremony

May 17, 2025

Commencement